

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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2. *Revolving Door Ban — All Appointees Entering Government.* I will not for a period of 2 years from the date of my appointment participate in any particular matter involving specific parties that is directly and substantially related to my former employer or former clients, including regulations and contracts.
3. *Revolving Door Ban — Lobbyists and Registered Agents Entering Government.* If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
 - (a) participate in any particular matter on which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment;
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 - (c) seek or accept employment with any executive agency with respect to which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment.
4. *Revolving Door Ban — Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions on communicating with employees of my former executive agency set forth in section 207(c) of title 18, United States Code, and its implementing regulations, I agree that I will abide by those restrictions for a period of 2 years following the end of my appointment. I will abide by these same restrictions with respect to communicating with the senior White House staff.
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8. *Employment Qualification Commitment.* I agree that any hiring or other employment decisions I make will be based on the candidate's qualifications, competence, and experience.
9. *Assent to Enforcement.* I acknowledge that the Executive Order entitled "Ethics Commitments by Executive Branch Personnel," issued by the President on January 20, 2021, which I have read before signing this document, defines certain of the terms applicable to the foregoing obligations and sets forth the methods for enforcing them. I expressly accept the provisions of that Executive Order as a part of this agreement and as binding on me. I understand that the terms of this pledge are in addition to any statutory or other legal restrictions applicable to me by virtue of Federal Government service.

Adhar, Radha

Digitally signed by Adhar, Radha
Date: 2021.02.01 14:25:55 -05'00'

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Signature

Date

Name (Type or Print): Radha Adhar



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF ADMINISTRATION
WASHINGTON, D.C. 20503

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FAISAL
AMIN

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FAISAL AMIN
Date: 2021.03.26
13:53:34 -04'00'

Signature

March 26, 2021

Date

Name (Type or Print): Faisal Amin

ETHICS PLEDGE

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Arroyo, Victoria  Digitally signed by Arroyo, Victoria
Date: 2021.01.23 18:26:47 -05'00'

Signature

January 23, 2021
Date

Name (Type or Print): Victoria Arroyo

ETHICS PLEDGE

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DESIREE BASCOMB

Digitally signed by DESIREE BASCOMB
Date: 2022.02.22 18:24:33 -05'00'

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22

, 20

Signature

Date

Name (Type or Print):

Desiree Bascomb

ETHICS PLEDGE

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KATHLEEN BECKER

Digitally signed by KATHLEEN BECKER
Date: 2021.12.14 16:27:24 -07'00'

12/14

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, 20

Signature

Date

Name (Type or Print):

KC Becker

ETHICS PLEDGE

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Bermudez, Navis Digitally signed by Bermudez, Navis
Date: 2021.12.06 14:23:50 -05'00'

Signature

Name (Type or Print):

Navis Bermudez

December 6, 20**21**

Date

ETHICS PLEDGE

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Signature 

03 DECEMBER, 2021
Date

Name (Type or Print): DANIEL BLACKMAN

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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1. *Lobbyist Gift Ban.* I will not accept gifts from registered lobbyists or lobbying organizations for the duration of my service as an appointee.
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3. *Revolving Door Ban — Lobbyists and Registered Agents Entering Government.* If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
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 - (b) participate in the specific issue area in which that particular matter falls; or
 - (c) seek or accept employment with any executive agency with respect to which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment.
4. *Revolving Door Ban — Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions on communicating with employees of my former executive agency set forth in section 207(c) of title 18, United States Code, and its implementing regulations, I agree that I will abide by those restrictions for a period of 2 years following the end of my appointment. I will abide by these same restrictions with respect to communicating with the senior White House staff.
5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
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Blythers, Dorien Digitally signed by Blythers, Dorien
Date: 2021.02.01 14:37:09 -05'00'

Signature

Date

Name (Type or Print): _____

_____, 20____

ETHICS PLEDGE

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DBOWMA01

Digitally signed by DBOWMA01
Date: 2022.02.07 13:54:29 -05'00'

2/7

22

Signature

Date

Name (Type or Print): David Bowman

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Brann, Khanya  Digitally signed by Brann, Khanya
Date: 2022.11.29 11:11:33 -05'00'

Signature

11/29, 2022
Date

Name (Type or Print): Khanya Brann

ETHICS PLEDGE

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Carbonell, Tomas Digitally signed by Carbonell, Tomas
Date: 2021.01.23 20:45:13 -05'00'

Signature

_____, 20____
Date

Name (Type or Print): _____

ETHICS PLEDGE

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Timothy Carroll  Digitally signed by Timothy Carroll
Date: 2021.05.24 13:58:43 -04'00'

Signature

Name (Type or Print):

Timothy Carroll

5/24

Date

21

, 20

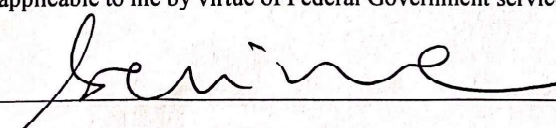
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Signature



Date

4-13 ~~2021~~, 2021

Name (Type or Print):

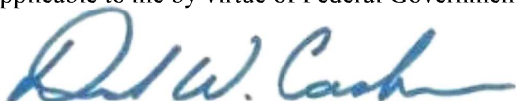
GABRIELLA B. CASARE

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Signature

2/15

Date

, 20 22

Name (Type or Print): David W. Cash

ETHICS PLEDGE

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Cassady, Alison Digitally signed by Cassady, Alison
Date: 2021.01.24 14:16:23 -05'00'

Signature

January 24, 20**21**

Date

Name (Type or Print): **Alison L. Cassady**

ETHICS PLEDGE

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Signature

Date

Name (Type or Print):

JoAnn K. Chase

02/02

, 2021

ETHICS PLEDGE

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Chaudhary, Dimple Digitally signed by Chaudhary, Dimple
Date: 2021.01.23 15:08:49 -05'00'

Signature

Name (Type or Print):

Dimple Chaudhary

1/23, 2021
Date

ETHICS PLEDGE

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ROYCE CHEN

Digitally signed by ROYCE CHEN
Date: 2022.12.19 14:23:15 -05'00'

December 19, 2022

Signature

Date


Name (Type or Print): Royce Chen

ETHICS PLEDGE

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Signature

Name (Type or Print): R Morris Cole

15 Mar, 2022
Date

ETHICS PLEDGE

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Conger, Nicholas

Digitally signed by Conger, Nicholas
Date: 2021.02.08 15:27:37 -05'00'

Signature

February 8, 2021

Date

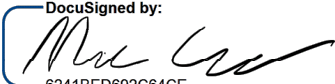
Name (Type or Print): Nicholas Conger

ETHICS PLEDGE

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DocuSigned by:

 6241BED692C64CE...

Signature

7/25/2023

Date

Name (Type or Print): Nicholas Conger

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Grant Cope

Signature

Name (Type or Print):

Grant Cope

Digitally signed by Grant Cope

Date: 2022.04.11 10:53:35 -07'00'

April 11, 2022

Date

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Tim Del Monico

Digitally signed by Tim Del Monico
Date: 2022.12.07 13:04:34 -05'00'

Signature

December 7, 2022

Date

Name (Type or Print): Tim Del Monico

ETHICS PLEDGE

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Signature

4/18/2022, 20
Date

Name (Type or Print): Karen Dettmer

ETHICS PLEDGE

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Diaz, Catherine Digitally signed by Diaz, Catherine
Date: 2021.02.09 08:22:17 -05'00'

Signature

Name (Type or Print):

Catherine Diaz

2/9, 20**21**
Date

ETHICS PLEDGE

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Dorsey, Raven Digitally signed by Dorsey, Raven
Date: 2023.07.05 13:11:02 -04'00'

Signature

Name (Type or Print):

Raven Dorsey


July, 5th, 20**23**
Date

ETHICS PLEDGE

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 Rayshawn Dyson
2021.03.02
10:22:59 -05'00'

Signature

03/02

Date

, 20²¹

Name (Type or Print): Rayshawn Dyson

ETHICS PLEDGE

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5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
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7. *Golden Parachute Ban.* I have not accepted and will not accept, including after entering Government, any salary or other cash payment from my former employer the eligibility for and payment of which is limited to individuals accepting a position in the United States Government. I also have not accepted and will not accept any non-cash benefit from my former employer that is provided in lieu of such a prohibited cash payment.
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Signature

Name (Type or Print):

Date

May 24th, 2021

BAJEYAH EADDY

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Ebadi, Ebadullah Digitally signed by Ebadi, Ebadullah
Date: 2023.07.25 11:25:11 -04'00'

Signature

Name (Type or Print):

Ebadullah Ebadi

07/25

Date

23

, 20

ETHICS PLEDGE

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Efron, Brent

Digitally signed by Efron, Brent

Date: 2021.02.04 15:50:11 -05'00'

Signature

Date

Name (Type or Print): _____

ETHICS PLEDGE

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EngelmanLado, Marianne

Digitally signed by EngelmanLado, Marianne
Date: 2021.02.04 12:35:44 -05'00'

Signature

Name (Type or Print):

Marianne Engelman-Lado

February 4, 2021

Date

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Enobakhare, Rosemary

Digitally signed by Enobakhare, Rosemary
Date: 2021.01.26 14:05:49 -05'00'

Signature

_____, 20____
Date

Name (Type or Print): _____

ETHICS PLEDGE

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Figueroa, Richard Digitally signed by Figueroa, Richard
Date: 2023.01.11 14:59:47 -05'00'

Signature

Name (Type or Print):

Richard Figueroa

1/11

Date

23

, 20

ETHICS PLEDGE

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Fine, Philip

Signature

Digitally signed by Fine, Philip
Date: 2021.01.22 11:09:32 -08'00'

01/22

Date

21

, 20

Name (Type or Print): Philip M. Fine

ETHICS PLEDGE

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7. *Golden Parachute Ban.* I have not accepted and will not accept, including after entering Government, any salary or other cash payment from my former employer the eligibility for and payment of which is limited to individuals accepting a position in the United States Government. I also have not accepted and will not accept any non-cash benefit from my former employer that is provided in lieu of such a prohibited cash payment.
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Flom, Hannah

Signature

Digitally signed by Flom, Hannah
Date: 2021.11.08 14:05:59 -05'00'

November 8, 2021

Date

Name (Type or Print): Hannah Flom

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Signature

Date

1/26/2021

Name (Type or Print):

Radhika Fox

ETHICS PLEDGE

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Freedhoff, Michal Digitally signed by Freedhoff, Michal
Date: 2021.01.29 14:22:43 -05'00'

Signature

Name (Type or Print):

Michal Freedhoff

01/29, 2021
Date

ETHICS PLEDGE

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Frey, H

Signature

Digitally signed by Frey, H
Date: 2021.02.04 12:39:47 -05'00'

February 2, 2021

Date

Name (Type or Print): H. Christopher Frey

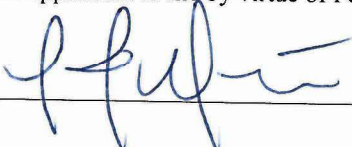
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Signature



Date

12-2, 2021

Name (Type or Print):

Lisa F. Garcia

ETHICS PLEDGE

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Garcia, Nathalie Digitally signed by Garcia, Nathalie
Date: 2023.07.03 14:29:08 -04'00'

Signature

Name (Type or Print):

Nathalie Garcia

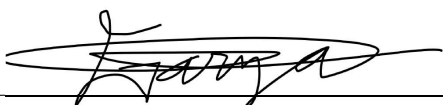
July 3rd, 20**23**
Date

ETHICS PLEDGE

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Signature

08/17

Date

21

, 20

Name (Type or Print):

Johnathan Garza

ETHICS PLEDGE

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 - (c) seek or accept employment with any executive agency with respect to which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment.
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5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
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Geis, Stacey

Digitally signed by Geis, Stacey
Date: 2023.01.09 14:04:29 -05'00'

Jan. 9, 2023

Signature

Date

Name (Type or Print): Stacey P. Geis

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Goffman, Joseph

Digitally signed by Goffman, Joseph
Date: 2021.01.23 18:28:18 -05'00'

Signature

January 23, 2021

Date

Name (Type or Print): Joseph Goffman

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Goldberg, Ruby

Digitally signed by Goldberg, Ruby
Date: 2021.02.09 11:15:25 -05'00'

Feb 09, 2021

Signature

Date

Name (Type or Print): Ruby Goldberg

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Digitally signed by Jamie Green
Date: 2021.03.30 17:26:20 -04'00'

March 30, 2021

Signature

Date

Name (Type or Print): Jamie A Green

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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JACK GROARKE Digitally signed by JACK GROARKE
Date: 2023.05.02 10:48:26 -04'00'

Signature

Name (Type or Print): **Jack Groarke**

5/2/, 20**23**
Date

ETHICS PLEDGE

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Martha Guzman Aceves

Digitally signed by Martha Guzman Aceves
Date: 2021.12.23 13:48:46 -08'00'

Dec 23

21

, 20

Signature

Date

Name (Type or Print):

Martha Guzman Aceves

ETHICS PLEDGE

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Hamilton, Lindsay Digitally signed by Hamilton, Lindsay

Date: 2021.01.26 20:49:01 -05'00'

Signature

_____, 20____
Date


Name (Type or Print): _____

ETHICS PLEDGE

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3. *Revolving Door Ban — Lobbyists and Registered Agents Entering Government.* If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
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Signature

10/4, 2021
Date

Name (Type or Print): Alethea Harney

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Signature

Name (Type or Print):

Michael Harris

February 13, 2022
Date

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Harris, Sincere

Digitally signed by Harris, Sincere
Date: 2021.01.26 07:46:19 -05'00'

January 26, 2021

Signature

Date

Name (Type or Print): Sinceré A. Harris

ETHICS PLEDGE

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Hassan, Zaid

Signature

Name (Type or Print):

Zaid B. Hassan

Digitally signed by Hassan, Zaid
Date: 2022.07.25 15:20:41 -04'00'

July 25, 2022
Date

ETHICS PLEDGE

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Signature

April 19, 2021
Date

Name (Type or Print): Rachel Hegarty

ETHICS PLEDGE

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Angela M.
Hervig

Digitally signed by Angela
M. Hervig
Date: 2021.06.17
10:21:49 -04'00'

Signature

June 17

, 20²¹
Date

Name (Type or Print): Angela M. Hervig

ETHICS PLEDGE

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Destine Hicks
Signature

March 2, 2021
Date

Name (Type or Print): Destine Hicks

ETHICS PLEDGE

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Adriana G. Hochberg

Signature

April 25, 2023

Date

Name (Type or Print): Adriana Yamamoto Hochberg

ETHICS PLEDGE

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Melissa A. Hoffer

Digitally signed by Melissa A. Hoffer
Date: 2021.02.05 17:19:39 -05'00'

2/5

21

Signature

Date

Name (Type or Print): Melissa A. Hoffer

ETHICS PLEDGE

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ZEALAN HOOVER Digitally signed by ZEALAN HOOVER
Date: 2022.09.13 10:05:28 -04'00'

Signature

Name (Type or Print):

Zealan T. Hoover

September 13, 2022

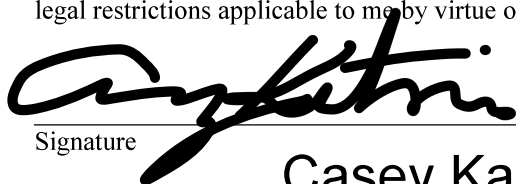
Date

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Signature

Name (Type or Print):

Casey Katims

January 26, 2021

Date

ETHICS PLEDGE

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Kessler, Eric

Signature

Digitally signed by Kessler, Eric
Date: 2023.05.02 10:56:17 -04'00'

May 2, 2023
Date

Name (Type or Print): Eric S. Kessler

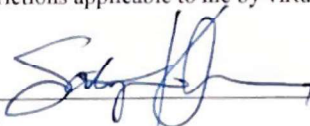
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Signature



Date

2/6, 2023

Name (Type or Print):

SATYAM KHANNA

ETHICS PLEDGE

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Kim, Eun

Signature

Name (Type or Print):

Eun Jung Kim

Digitally signed by Kim, Eun
Date: 2021.02.04 16:22:57 -05'00'

02/04

Date

21

, 20

ETHICS PLEDGE

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3. *Revolving Door Ban — Lobbyists and Registered Agents Entering Government.* If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
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5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
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Lance, Kathleen Digitally signed by Lance, Kathleen
Date: 2021.02.01 14:02:55 -05'00'

Signature

Name (Type or Print):

Kathleen Lance

February 1, 20**21**

Date

ETHICS PLEDGE

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Laverdiere, Maria Digitally signed by Laverdiere, Maria
Date: 2021.08.25 15:57:14 -04'00'

Signature

Name (Type or Print):

Maria Laverdiere

August 25, 20**21**

Date

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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HIEU LE

Signature

Name (Type or Print):

Hieu Le

Digitally signed by HIEU LE

Date: 2023.01.24 09:18:11 -05'00'

January 24, 2023

Date

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Levy, Maxwell

Signature

Digitally signed by Levy, Maxwell
Date: 2021.02.08 09:09:36 -05'00'

February 8, 2021

Date

Name (Type or Print):

Maxwell Levy

ETHICS PLEDGE

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Li, YaWei

Signature

Name (Type or Print):

Ya-Wei Li

Digitally signed by Li, YaWei

Date: 2021.06.30 16:31:14 -04'00'

6/30

Date

21

, 20

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Linsey, Ryan

Signature

Name (Type or Print):

Ryan Linsey

Digitally signed by Linsey, Ryan
Date: 2023.02.21 14:13:06 -05'00'

2/21

Date

23

, 20

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Lucey, John

Digitally signed by Lucey, John

Date: 2021.01.22 16:14:41 -05'00'

Signature

Date

Name (Type or Print): _____

, 20

ETHICS PLEDGE

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Macedonia, Jennifer

Digitally signed by Macedonia, Jennifer
Date: 2021.06.02 14:32:34 -04'00'

Signature

Date

, 20

Name (Type or Print): _____

ETHICS PLEDGE

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Martin, Kenneth Digitally signed by Martin, Kenneth
Date: 2023.04.18 11:27:20 -04'00'

Signature

Date

Name (Type or Print): _____

_____, 20____

ETHICS PLEDGE

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Andrew Mayock Digitally signed by Andrew Mayock
Date: 2021.02.01 16:15:31 -05'00'

Signature

02/01, 20**21**
Date

Name (Type or Print): **Andrew Mayock**

ETHICS PLEDGE

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McCabe, Janet  Digitally signed by McCabe, Janet
Date: 2021.04.30 13:19:42 -04'00'

Signature

April 30, 2021
Date

Name (Type or Print): Janet McCabe

ETHICS PLEDGE

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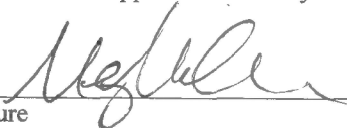
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Signature



Date

12/13, 20 21

Name (Type or Print):

Meg McCollister

ETHICS PLEDGE

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Signature

February 13, 2023

Date

Name (Type or Print): Arianna Christina Menzelos

ETHICS PLEDGE

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MercadoVioland, Fernando

Digitally signed by MercadoVioland, Fernando
Date: 2021.02.01 13:56:56 -05'00'

02/01

21

, 20

Signature

Date

Name (Type or Print):

Fernando Mercado Violand

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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3. *Revolving Door Ban — Lobbyists and Registered Agents Entering Government.* If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
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Meza, Michelle

Digitally signed by Meza, Michelle
Date: 2022.04.11 18:28:42 -04'00'

April 11, 2022

Signature

Date

Name (Type or Print): Michelle Ann Meza

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Michalos, Maria

Digitally signed by Michalos, Maria
Date: 2021.02.04 14:56:23 -05'00'

February 4, 2021

Signature

Date

Name (Type or Print): Maria Michalos

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Millan, Vanessa

Digitally signed by Millan, Vanessa
Date: 2022.08.18 14:25:29 -04'00'

Signature

Date

Name (Type or Print): _____

, 20

ETHICS PLEDGE

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JON MONGER Digitally signed by JON MONGER
Date: 2021.08.31 10:03:46 -04'00'

Signature

_____, 20____
Date

Name (Type or Print): _____

ETHICS PLEDGE

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Ashley Morgan

Digitally signed by Ashley Morgan
Date: 2021.05.03 14:34:37 -04'00'

05/03

21

Signature

Date

Name (Type or Print): Ashley M. Morgan

ETHICS PLEDGE

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Nance, Earthea

Digitally signed by Nance, Earthea
DN: cn=Nance, Earthea, email=Nance.Earthea@epa.gov
Date: 2021.12.16 23:32:47 -06'00'

12/16

21

, 20

Signature

Date

Name (Type or Print): Earthea Nance

ETHICS PLEDGE

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Nelson, Jonathan

Digitally signed by Nelson, Jonathan
Date: 2022.01.24 23:37:24 -05'00'

January 24, 2022

Signature

Date

Name (Type or Print): Jonathan Nelson

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

Accordingly, as a condition, and in consideration, of my employment in the United States Government in a position invested with the public trust, I commit myself to the following obligations, which I understand are binding on me and are enforceable under law:

1. *Lobbyist Gift Ban.* I will not accept gifts from registered lobbyists or lobbying organizations for the duration of my service as an appointee.
2. *Revolving Door Ban — All Appointees Entering Government.* I will not for a period of 2 years from the date of my appointment participate in any particular matter involving specific parties that is directly and substantially related to my former employer or former clients, including regulations and contracts.
3. *Revolving Door Ban — Lobbyists and Registered Agents Entering Government.* If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
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4. *Revolving Door Ban — Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions on communicating with employees of my former executive agency set forth in section 207(c) of title 18, United States Code, and its implementing regulations, I agree that I will abide by those restrictions for a period of 2 years following the end of my appointment. I will abide by these same restrictions with respect to communicating with the senior White House staff.
5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
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8. *Employment Qualification Commitment.* I agree that any hiring or other employment decisions I make will be based on the candidate's qualifications, competence, and experience.
9. *Assent to Enforcement.* I acknowledge that the Executive Order entitled "Ethics Commitments by Executive Branch Personnel," issued by the President on January 20, 2021, which I have read before signing this document, defines certain of the terms applicable to the foregoing obligations and sets forth the methods for enforcing them. I expressly accept the provisions of that Executive Order as a part of this agreement and as binding on me. I understand that the terms of this pledge are in addition to any statutory or other legal restrictions applicable to me by virtue of Federal Government service.

Niebling, William

Digitally signed by Niebling, William
Date: 2021.09.13 13:35:21 -04'00'

Signature

Date

Name (Type or Print): William Niebling

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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JANE NISHIDA

Digitally signed by JANE NISHIDA
Date: 2021.10.01 20:04:01 -04'00'

Signature

_____, 20____
Date

Name (Type or Print): Jane Nishida

ETHICS PLEDGE

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Noble, Kim

Signature

Digitally signed by Noble, Kim
Date: 2022.06.06 13:50:20 -04'00'

June 6

Date

22

, 20

Name (Type or Print):

Kim R. Noble

ETHICS PLEDGE

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Nunez, Alejandra

Digitally signed by Nunez, Alejandra
Date: 2021.02.05 21:21:25 -05'00'

February 5, 2021

Signature

Date

Name (Type or Print): Alejandra Nunez

ETHICS PLEDGE

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OBrien, Grant

Signature

Name (Type or Print):

Grant O'Brien

Digitally signed by OBrien, Grant
Date: 2021.02.05 09:41:38 -05'00'

February 5, 20**21**

Date

ETHICS PLEDGE

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Julio Obscura

Signature

Digitally signed by Julio Obscura
Date: 2022.10.11 14:31:19 -04'00'

October 11, 2022

Date

Name (Type or Print): JULIO OBSCURA

ETHICS PLEDGE

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Signature

Date

Name (Type or Print):

ADAM OETZ

11/2, 2021

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

Accordingly, as a condition, and in consideration, of my employment in the United States Government in a position invested with the public trust, I commit myself to the following obligations, which I understand are binding on me and are enforceable under law:

1. *Lobbyist Gift Ban.* I will not accept gifts from registered lobbyists or lobbying organizations for the duration of my service as an appointee.
2. *Revolving Door Ban — All Appointees Entering Government.* I will not for a period of 2 years from the date of my appointment participate in any particular matter involving specific parties that is directly and substantially related to my former employer or former clients, including regulations and contracts.
3. *Revolving Door Ban — Lobbyists and Registered Agents Entering Government.* If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
 - (a) participate in any particular matter on which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment;
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4. *Revolving Door Ban — Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions on communicating with employees of my former executive agency set forth in section 207(c) of title 18, United States Code, and its implementing regulations, I agree that I will abide by those restrictions for a period of 2 years following the end of my appointment. I will abide by these same restrictions with respect to communicating with the senior White House staff.
5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
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7. *Golden Parachute Ban.* I have not accepted and will not accept, including after entering Government, any salary or other cash payment from my former employer the eligibility for and payment of which is limited to individuals accepting a position in the United States Government. I also have not accepted and will not accept any non-cash benefit from my former employer that is provided in lieu of such a prohibited cash payment.
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9. *Assent to Enforcement.* I acknowledge that the Executive Order entitled "Ethics Commitments by Executive Branch Personnel," issued by the President on January 20, 2021, which I have read before signing this document, defines certain of the terms applicable to the foregoing obligations and sets forth the methods for enforcing them. I expressly accept the provisions of that Executive Order as a part of this agreement and as binding on me. I understand that the terms of this pledge are in addition to any statutory or other legal restrictions applicable to me by virtue of Federal Government service.


Signature

Name (Type or Print): Thoren Perego

Jan 30, 2023
Date

ETHICS PLEDGE

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AHMAD PEREZ Digitally signed by AHMAD PEREZ
Date: 2023.07.12 10:09:44 -04'00'

Signature

July 12th, 2023
Date

Name (Type or Print): Ahmad Perez

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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ZACHARY PILCHEN Digitally signed by ZACHARY PILCHEN
Date: 2022.10.11 15:18:47 -04'00'

Signature

Name (Type or Print):

Zachary Berk Pilchen

October 11, 20**22**

Date

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Amanda S. Pizzuti Digitally signed by Amanda S. Pizzuti
Date: 2022.02.07 15:24:20 -05'00'

Signature

Name (Type or Print):

Amanda S. Pizzuti

February 7, 2022

Date

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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/s/ Jeffrey M. Prieto

Signature

Jeffrey M. Prieto

Name (Type or Print):

November 24, 2021

Date

ETHICS PLEDGE

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ARJUN PURI

Signature

Name (Type or Print):

Arjun Puri

Digitally signed by ARJUN PURI
Date: 2022.06.22 09:44:41 -04'00'

June 22, 2022

Date

ETHICS PLEDGE

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Puskoor, Sanjana Digitally signed by Puskoor, Sanjana
Date: 2023.03.13 13:04:11 -04'00'

Signature

Name (Type or Print):

Sanjana Puskoor

3/13

Date

23

, 20

ETHICS PLEDGE

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3. *Revolving Door Ban — Lobbyists and Registered Agents Entering Government.* If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
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 - (b) participate in the specific issue area in which that particular matter falls; or
 - (c) seek or accept employment with any executive agency with respect to which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment.
4. *Revolving Door Ban — Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions on communicating with employees of my former executive agency set forth in section 207(c) of title 18, United States Code, and its implementing regulations, I agree that I will abide by those restrictions for a period of 2 years following the end of my appointment. I will abide by these same restrictions with respect to communicating with the senior White House staff.
5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
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Raj, Medha

Signature

Name (Type or Print):

Medha Raj

Digitally signed by Raj, Medha
Date: 2022.12.11 18:18:44 -05'00'

December 11, 2022

Date

ETHICS PLEDGE

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Signature Michael Starkey Regan

Date March 15, 2021

Name (Type or Print): Michael Starkey Regan

ETHICS PLEDGE

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Charissee Ridgeway

Digitally signed by Charissee Ridgeway
Date: 2021.05.04 14:47:00 -04'00'

May 4

21

Signature

Date

Name (Type or Print):

Charissee Ridgeway

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SIGNATURE OF APPOINTEE:



7/25/22

ETHICS PLEDGE

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Juliana R.
Rodriguez

Digitally signed by Juliana
R. Rodriguez
Date: 2021.02.01
16:09:01 -05'00'

Signature

February 1, 2021
Date

Name (Type or Print): Juliana Rodriguez

ETHICS PLEDGE

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Russell, Loni

Signature

Name (Type or Print):

Loni Russell

Digitally signed by Russell, Loni
Date: 2021.06.21 15:51:29 -04'00'

6/21

Date

21

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ETHICS PLEDGE

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Sabater, Juan

Signature

Digitally signed by Sabater, Juan
Date: 2021.02.04 15:02:25 -05'00'

Februrary 4th, 2021

Date

Name (Type or Print): Juan Sabater

ETHICS PLEDGE

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5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
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7. *Golden Parachute Ban.* I have not accepted and will not accept, including after entering Government, any salary or other cash payment from my former employer the eligibility for and payment of which is limited to individuals accepting a position in the United States Government. I also have not accepted and will not accept any non-cash benefit from my former employer that is provided in lieu of such a prohibited cash payment.
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Schafer, Zachary

Digitally signed by Schafer, Zachary
Date: 2021.06.28 15:29:52 -04'00'

June 28, 2021

Signature

Date

Name (Type or Print): Zachary Schafer

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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ANDREW SCHREYER

Digitally signed by ANDREW SCHREYER
Date: 2021.09.28 16:35:11 -04'00'

09/28

21

Signature

Date

Name (Type or Print): Andrew Schreyer

ETHICS PLEDGE

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Debra E. Shore

Signature

11.1.

Date

, 20 21

Name (Type or Print): Debra E. Shore

ETHICS PLEDGE

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CASEY SIXKILLER Digitally signed by CASEY SIXKILLER
Date: 2022.05.12 12:09:49 -07'00'

Signature

Name (Type or Print):

Casey Sixkiller

May 12, 2022
Date

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Grace Y Smith  Digitally signed by Grace Y Smith
Date: 2021.02.25 15:45:03 -05'00'

Signature

February 25, 2021
Date

Name (Type or Print): Grace Smith

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Snyder, Rodney

Digitally signed by Snyder, Rodney
Date: 2021.10.13 09:46:13 -04'00'

Signature

October 13, 2021

Date

Name (Type or Print): Rodney J. Snyder

ETHICS PLEDGE

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NATALIA SORGENTE Digitally signed by NATALIA SORGENTE
Date: 2022.10.17 16:43:48 -04'00'

Signature

Date

Name (Type or Print): **Natalia Sorgente**

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ETHICS PLEDGE

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4. *Revolving Door Ban — Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions on communicating with employees of my former executive agency set forth in section 207(c) of title 18, United States Code, and its implementing regulations, I agree that I will abide by those restrictions for a period of 2 years following the end of my appointment. I will abide by these same restrictions with respect to communicating with the senior White House staff.
5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
6. *Revolving Door Ban — Appointees Leaving Government to Lobby.* In addition to abiding by the limitations of paragraph 4, I also agree, upon leaving Government service, not to lobby any covered executive branch official or non-career Senior Executive Service appointee, or engage in any activity on behalf of any foreign government or foreign political party which, were it undertaken on January 20, 2021, would require that I register under FARA, for the remainder of the Administration or 2 years following the end of my appointment, whichever is later.
7. *Golden Parachute Ban.* I have not accepted and will not accept, including after entering Government, any salary or other cash payment from my former employer the eligibility for and payment of which is limited to individuals accepting a position in the United States Government. I also have not accepted and will not accept any non-cash benefit from my former employer that is provided in lieu of such a prohibited cash payment.
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Trejos, Kevin

Signature

Digitally signed by Trejos, Kevin
Date: 2022.12.05 14:01:25 -05'00'

12/5

Date

22

, 20

Name (Type or Print):


Kevin Trejos

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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3. *Revolving Door Ban — Lobbyists and Registered Agents Entering Government.* If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
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Signature

May 25, 2021
Date

Name (Type or Print): Emma Lynch Tyler

ETHICS PLEDGE

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(b) participate in the specific issue area in which that particular matter falls; or

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Signature

Name (Type or Print):

David M. Uhlman

Date

September 22, 2022

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Dan Utech

1/26

21

Signature

Date

Name (Type or Print):

Dan Utech

ETHICS PLEDGE

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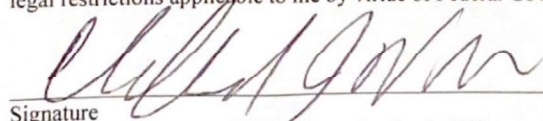
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Signature



Name (Type or Print): Clifford J. Villa

August 30, 2022

Date

ETHICS PLEDGE

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Eric E. Wachter

Digitally signed by Eric E. Wachter
Date: 2021.05.03 15:15:11 -04'00'

May 3

21

Signature

Date

Name (Type or Print): Eric E. Wachter

ETHICS PLEDGE

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Waterhouse, Carlton

Digitally signed by Waterhouse, Carlton
Date: 2021.02.04 13:31:21 -05'00'

Signature

Name (Type or Print):

Carlton Waterhouse

2/4

Date

21


, 20

ETHICS PLEDGE

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4. *Revolving Door Ban — Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions on communicating with employees of my former executive agency set forth in section 207(c) of title 18, United States Code, and its implementing regulations, I agree that I will abide by those restrictions for a period of 2 years following the end of my appointment. I will abide by these same restrictions with respect to communicating with the senior White House staff.
5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
6. *Revolving Door Ban — Appointees Leaving Government to Lobby.* In addition to abiding by the limitations of paragraph 4, I also agree, upon leaving Government service, not to lobby any covered executive branch official or non-career Senior Executive Service appointee, or engage in any activity on behalf of any foreign government or foreign political party which, were it undertaken on January 20, 2021, would require that I register under FARA, for the remainder of the Administration or 2 years following the end of my appointment, whichever is later.
7. *Golden Parachute Ban.* I have not accepted and will not accept, including after entering Government, any salary or other cash payment from my former employer the eligibility for and payment of which is limited to individuals accepting a position in the United States Government. I also have not accepted and will not accept any non-cash benefit from my former employer that is provided in lieu of such a prohibited cash payment.
8. *Employment Qualification Commitment.* I agree that any hiring or other employment decisions I make will be based on the candidate's qualifications, competence, and experience.
9. *Assent to Enforcement.* I acknowledge that the Executive Order entitled "Ethics Commitments by Executive Branch Personnel," issued by the President on January 20, 2021, which I have read before signing this document, defines certain of the terms applicable to the foregoing obligations and sets forth the methods for enforcing them. I expressly accept the provisions of that Executive Order as a part of this agreement and as binding on me. I understand that the terms of this pledge are in addition to any statutory or other legal restrictions applicable to me by virtue of Federal Government service.


Signature

6/28/2021, 2021
Date

Name (Type or Print): Susannah L. Weaver

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

Accordingly, as a condition, and in consideration, of my employment in the United States Government in a position invested with the public trust, I commit myself to the following obligations, which I understand are binding on me and are enforceable under law:

1. *Lobbyist Gift Ban.* I will not accept gifts from registered lobbyists or lobbying organizations for the duration of my service as an appointee.
2. *Revolving Door Ban — All Appointees Entering Government.* I will not for a period of 2 years from the date of my appointment participate in any particular matter involving specific parties that is directly and substantially related to my former employer or former clients, including regulations and contracts.
3. *Revolving Door Ban — Lobbyists and Registered Agents Entering Government.* If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
 - (a) participate in any particular matter on which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment;
 - (b) participate in the specific issue area in which that particular matter falls; or
 - (c) seek or accept employment with any executive agency with respect to which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment.
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Wilkes, Wendi

Signature

Name (Type or Print):

Wendi Wilkes

Digitally signed by Wilkes, Wendi
Date: 2021.12.08 09:48:31 -05'00'

December 8, 2021

Date

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Jahi Wise
Digitally signed by Jahi
Wise
Date: 2021.03.06
18:34:01 -05'00'

Signature

March 6, 2021
Date

Name (Type or Print): Jahi Wise

BIDEN ADMINISTRATION ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Mae Wu

Signature

Name (Type or Print):

Mae Wu

Digitally signed by Mae Wu

Date: 2021.01.25 17:09:31 -05'00'

January 25, 2021

Date

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Todd
Zubatkin

Digitally signed by Todd
Zubatkin
Date: 2021.03.02
16:39:38 -05'00'

Signature

March 2, 2021
Date

Name (Type or Print): Todd Zubatkin